

Spear Centre Manager - Wolverhampton

About Spear Wolverhampton

Spear Wolverhampton is a partnership between Spear and Tabernacle Baptist Church.

Tabernacle Baptist Church

Tabernacle Baptist Church is a large and lively multicultural and multi-generational church located in the heart of the diverse and multi-religious Whitmore Reans area of Wolverhampton. Our mission statement is 'Love God, Love People, Share Jesus, Make Disciples' and our current text is "Devote yourselves to prayer, being watchful and thankful". We want to see people's lives transformed by Jesus. We run monthly evangelism in the community, meet in 8 house groups during the week and run discipleship and other training programmes. We run three popular church groups for primary age children, young people, and young adults.



We're proud of our track record of running popular weekly activities in the church premises, including a pre-school group, ESOL classes for women, an after-school club for primary age children, and family drop-ins during school half terms and school holidays. We also do recycling and rubbish collection in the local community. We're excited about the opportunity to work with Spear in this new chapter in our church life - helping transform the lives of young people and young adults in Wolverhampton who are looking for work and new opportunities.

You would be employed by Tabernacle Baptist Church with Spear Wolverhampton as a key missional activity. Prayer and worship are embedded into daily working practices, so there is an Occupational Requirement for applicants to be practicing Christians and to subscribe to their statement of beliefs which can be found [here](#). Spear will provide an informal conversation to discuss Tabernacle Baptist Church's statement of beliefs early in the application process.

Role Responsibilities

Oversight of Spear Programme

Spear Foundation is a 4-week initial phase, consisting of 2 group sessions and a 1:1 with each trainee per week, in which we coach young people around skills and mindsets to support them in returning to work or education, and equip them with the skills to stay there.

- Lead group sessions of around 12 young people each, using coaching skills to transform attitudes to their own ability and the workplace, and to raise their awareness and maximise potential in stepping into the world of work.
- Prepare and coach group and 1-1 sessions with the Spear Coach.
- Ensure the programme is delivered in line with agreed targets, and report KPIs on recruitment, retention and completion of Spear Trainees to Spear, as well as their ongoing progress and sustainment of work or education.

Partnership liaison and relationship management

- Establish the primary local referral agencies and build and implement a strategy for developing relationships with them to ensure recruitment of young people onto the Spear programme is effective.
- Maintain and develop relationships with local partners to form a strong referral network.

Line Management and training

- Manage the Spear Coach, using a coaching approach to invest in their growth and development.
- Be line managed by Spear to support with the set-up and ongoing operations of the centre and report back on KPIs.

Church Community

- The Spear Centre Manager is directly employed by Tabernacle Baptist Church, meaning you are part of a vibrant church team and immersed in an exciting faith community.
- You will be required to establish strong relationships with key people at the church to ensure the engagement and backing of church members, and help to establish a strong presence at the church to build a network of supporters for the Spear programme.
- Ensure the Spear programme is a key missional feature of the work of the church; this may involve attending church events and speaking at services.

Site Management and set-up

- Work with the Church to set up the training room and IT infrastructure for the new Spear Centre in advance of opening.
- Liaise with relevant staff locally for on-site issues and work to resolve them as soon as possible, ensuring the office and training room are safe and tidy working spaces in line with health and safety policies.
- Other relevant ad hoc church responsibilities from time to time.

Person Specification

- An active Christian, dedicated to representing the values and ethos of Spear and Tabernacle Baptist Church. A commitment to grow and learn spiritually and as a Christian leader.
- Passion for social justice, especially supporting young people in employment or education
- A dynamic and engaging individual with an enthusiasm for and experience of group and 1-1 coaching and training.
- An entrepreneurial and ambitious individual who enjoys starting new projects, works well under pressure and can translate ideas into practice with creativity.
- Self-motivated with strong leadership, management and organisational skills with the ability to exercise initiative and prioritise workload.
- Excellent communication and interpersonal skills, high emotional intelligence, and a sense of fun!

Key Information:

- Salary: £24,000
- Part-time, 4 days a week - Monday to Thursday
- 28 days annual leave pro rata, plus bank holidays
- A DBS check will be requested in the event of a job offer

- The Spear Programme offers a rewarding opportunity to work with young people, but it requires a dedicated commitment. Due to the term-based nature of the programme (i.e. two consecutive 4-week programmes in autumn, spring and summer), we expect annual leave to be taken between, rather than during terms

Our working hours are 9:30am - 5:30pm, with occasional evening work for events such as our Spear Celebrations. We value a culture of excellence, authenticity, and fun.

We are an office-based organisation, working face-to-face with the trainees and value the collaboration and opportunities to work creatively and build community that this offers us.

We actively encourage applicants from diverse backgrounds. Please see our 'Work with us' information pack for more details.

Recruitment Process

Application Deadline: **9th March 2026**

Informal Call

Assessment and Interview Day: **16th March 2026**